



**WESTON
COUNTY
HEALTH
SERVICES**

1124 Washington Blvd.
Newcastle, WY 82701

More Than a Job!

BENEFIT	WHO PAYS	WHEN YOU ARE ELIGIBLE	WHAT YOU RECEIVE
Paid Personal Leave (PPL)	WCHS	After 90 days. Accrues from hire date on hours worked. Does not accrue on overtime hours.	22 days per year/240 hrs; 1- 5 years 27 days per year/280 hrs; 5 - 10 years 32 days per year/320 hrs; 10 + years
Extended Illness Accrual Bank (EIAB)	WCHS	After 90 days. Accrues from hire date on hours worked. Does not accrue on overtime hours.	7 days per year up to a maximum of 720 hours (90 days)
Bereavement Leave	WCHS	Immediately	Three scheduled days fully paid leave for immediate family members
Retirement Plan	You & WCHS	After 1 year of service and 1000 hours worked	Employer match up to 2.5% gross wage
Health Insurance	You & WCHS	First day of first month after date of hire	Group self-insured plan
Delta Dental Insurance	You & WCHS	First day of first month after date of hire	Dental coverage
Life Insurance	WCHS	First day of first month after date of hire	\$15,000
AFLAC Insurance	You	First day of first month after date of hire	Supplemental Insurance
Flexible Benefits	You	First day of first month after date of hire	Unreimbursed medical / dependent care
Malpractice Insurance	WCHS	Immediately	Malpractice coverage
Health Services	WCHS	Immediately	Pre-work screening; TB skin test Hep B Series, etc.
Overtime Pay	WCHS	Immediately	1-1/2 times regular hourly rate
Holiday Pay	WCHS	Immediately	1-1/2 times regular hourly wage for holiday hours required to be worked
Shift Differential	WCHS	Immediately	Hospital night - \$1.00 hour Manor evening - \$.60 hour Manor night - \$1.00 hour
Weekend Differential	WCHS	Immediately	\$2.00 per hour: 6pm Friday-6am Monday
Call Pay	WCHS	Immediately	\$1.50 per hour
Fitness Center	WCHS	Immediately	Free membership at the Newcastle High School Fitness Center
Worker's Compensation	WCHS	Immediately	Surgical, medical and compensation for on-the-job injuries
Rest Breaks	WCHS	Immediately	15 minutes per four hours worked
Cafeteria	You & WCHS	Immediately	Nutritious meals at a discount price
Continued education and employees' professional meetings	WCHS	Immediately	Inservice training and education; leave of absence
Scholarships	WCHS	Immediately	Scholarship money for approved program decided by Foundation or Board of Trustees
Jury Duty	WCHS	Immediately	Normal pay while on jury duty
Military Leave	WCHS	Immediately	Leave of absence status; full longevity rights

The above is intended as an abbreviated synopsis of the numerous fringe benefits available. For specific details of any fringe benefit described, please refer to the Employee Handbook or contact Human Resources.